

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE  
MEETING MINUTES  
NOVEMBER 22, 2024**

**Present:** Marc Conner (Chair), Eriko Fujita, Tim Harper, Michelle Hubbs, Eriko Inamoto, Nick Junkerman, Bradley Kadets '27, Dan Konstalid, Josh Maxwell '26, Dorothy Mosby, Amy Oh, Beth Post, Jesse Sarah Rowse, Rodrigo Schneider (Vice Chair), Joseph Stankovich, Elizabeth Stauderman, Dwane Sterling, Amy Tovey, Sara Vero, Dominique Vuvan, Joshua Woodfork.

**Absent:**

**and November 1, 2024 Meeting Minutes**

With no proposed changes, **the minutes from the October 25 and November 1, 2024 meetings were unanimously approved.**

**2) Campus Sustainability Plan Assessment Update Continued**

Continuing from last meeting, Director of Sustainability Programs and Assessment Rowse provided an update on the Campus Sustainability Plan and how it aligns with the Strategic Plan. The core strengths and emphasis efforts are in areas such as geothermal energy, green building, student and community engagement with academic opportunities through courses and research. The Campus Sustainability Subcommittee (CSS) is a central advisory body that focuses on the intersection of facilities, dining services, the sustainability office, residential life, environmental studies and sciences in terms of prioritization of this work and the Campus Sustainability Plan, much of the recent operational activity has been focused on the policy and practice of green building which has primarily been pursued in response to community feedback. To make more substantial progress on our sustainability objectives as laid out, we recommend that we consider first identifying, evaluating, and prioritizing these projects to support a new sustainability planning process. We need to elevate and prioritize action in support of the global scientific consensus on the urgency of reducing greenhouse gas emissions and reaching net zero emissions by mid-century to limit global warming to 1.5 degrees Celsius to avoid the worst case scenario. This gives Skidmore the opportunity to hold climate action and give



deadline in mid-January. Early decision (ED) round one allows students to apply to their top choice school earlier in the application cycle. If accepted, the student is committed to enroll at Skidmore and must withdraw from other colleges provided our financial aid offer meets their needs. We need to be strategic about enrollment planning across all rounds. Between now and the January 8 deadline, it is a multi-year process as we look to expand our markets outside of the north and northeast. We are in the midst of not only recruiting class of 2029 but subsequent Classes of 2030 and 2031. Given that this year is trending more like the classes that enrolled in the Classes of 2019, 2020, and 2024, we have adjusted the net tuition revenue goals for the Class to be more in line with the results of the years. While there is a perception that we consistently enroll half of our class in the full pay category, which would be 350 students in a class of 705, we have only reached this level twice in the last six years. Additionally, our retention analysis reveals that full pay students are our largest group of withdrawals, often leaving after just one or two semesters. This means our actual full pay count per class typically settles in the mid to upper 200s. The applications we have read so far this year include QuestBridge, a new partnership that will bring in an additional 10 students into the early decision group and we are excited to admit them. Our data shows that aided students tend to have both stronger academic profiles and higher retention rates, contributing significantly to Skidmore's academic excellence.

#### 5) Non-Tenure-Track Faculty Negotiations Update

VP Sarah Vero shared that faculty negotiations started back in February 2023 with representation by the non-tenure-track (NTT) faculty organizers to the bargaining team for the College's administration. NTT organizers identified the following information: 6a atioso ee ntay a (an-3s4 (l)-6 (l)-24i46 -0.00d

Regarding next steps we want to accomplish this by the end of the year December 2024, with several bargaining sessions planned. This still needs to be voted on by the entire bargaining unit, which includes both the part-time and full-time faculty members.

#### **6) Budget Considerations**

VP Konstalid explained that we have updated our draft Operating Budget for Fiscal Year (FY) 2026 to reflect the new admissions information. The update that was given in terms of assumptions around the financial profile for the incoming class has been factored into our presentation for the budget development update. We do have other inputs for enrollment, such as revised estimates around financial need per student for an incoming class as well as for returning students. We do not have input for the non-retrack faculty. Until the contract is finalized, we won't know what additional impacts we may need to factor into the Operating Budget for next year. The budget for FY 2026 is similar to what we reported in May and in October. In May, we were projecting for FY 2026 an above the line deficit of \$4 million so we are still in a deficit situation at about the same magnitude as when we entered the year. The one significant open item is where does the NTT contract find itself? Regarding the expected increase in overall revenues for 2026 versus the current year, 2025, we reported an increase in overall revenues of 1.2% which is how much expansion room we have in the FY 2026 Operating Budget. Adopting the current NTT proposal alone for FY 2026 would increase our Operating Budget by 1.6% and would essentially crowd out any growth in the FY 2026 budget.

IPPC members expressed gratitude for all three updates: Class of 2029, NTT, and budget considerations. The meeting ran over allotted time so we did not have questions or further discussion.

#### **7) Call for Agenda Items**

No new agenda items were brought forth.

#### **8) Other Business**

No new business was brought forth.

The meeting was adjourned at 12:08 p.m.

Please inform the President's Office of any suggested changes to the meeting minutes.